

Recruitment Documents at a Glance

TYPE OF ACTION/ DOCUMENTS REQUIRED	ESDP	DEU	CURRENT FEDERAL EMPLOYEE (Competitive/STAIRS)	VRA, 30% DISABLED VET, OR VEOA	REINSTATE- MENT ELIGIBLE	HANDICAP	OUTSTAND- ING SCHOLAR	CAREER LADDER	REASSIGNMENT
RPA	Recruit/Fill	Recruit/Fill	Recruit/Fill	Recruit/Fill	Recruit/Fill	Recruit/Fill	Recruit/Fill	Change in Salary	Reassignment
PAC/PD	PAC	For GS: PD for target level For Demo: PACs for all grade levels	For GS: PD for target level For Demo: PACs for all grade levels	For GS: PD for target level For Demo: PACs for all grade levels	For GS: PD for target level For Demo: PACs for all grade levels	For GS: PD for target level For Demo: PACs for all grade levels	For GS: PD for target level For Demo: PACs for all grade levels	N/A (unless region has lost what was previously submitted)	For GS: PD for target level For Demo: PACs for all grade levels
COVERSHEET (OF-8)	X	For all grade levels	For all grade levels	For all grade levels	For all grade levels	For all grade levels	For all grade levels		X
MANAGER'S TEMPLATE		X		X	X	X	X		
TRANSCRIPTS	X	If applicable					X		
JOB ANALYSIS		X							
CREDITING PLAN		Crediting Plan or Ace Format							
DAWIA CODING SHEETS		If applicable	If applicable	If applicable	If applicable	If applicable	If applicable	N/A	If applicable
DD-214s				X					
VA LETTER DTD W/IN LAST YEAR				For 30% disabled vet					
SF-50 SHOWING STATUS					X				
RESUME	X			X	X	X	X		
LETTER FROM VOCATIONAL REHAB						X			